

# LEADING WITH AUTHORITY

## rather than power

### LEARNING OBJECTIVES

for participants

1. Identify the role of leadership in helping employees reach self-actualization.
2. Recognize the key components of effective leadership.
3. Understand the difference between positional power and personal authority.
4. Determine the benefits related to leading from a position of authority versus managing from a position of power.
5. Utilize a leadership model that is highly effective in developing authority with others.
6. Identify the qualities, characteristics, and behaviors found among great leaders.
7. Understand the key attributes necessary for leading with authority.
8. Develop strategies to build individual authority.

### COURSE OVERVIEW

The words “management” and “leadership,” as well as “manager” and “leader,” are often used interchangeably. When a person is placed in a management position, he or she becomes the assumed leader. However, becoming a manager does not mean one is a leader. While power is an inherent component of any management position, the authority necessary to lead is often lacking. The power that comes with a position or title, and the authority earned through behaviors and actions, are dramatically different approaches to leadership. A manager is given the power to manage a department, project, and/or task, but authority can never be given; it can only be earned through personal influence. Understanding the subtle nuances between leading with authority versus leading by power can greatly increase your effectiveness as a manager and unlock your employees’ true potential. Understanding the concept of leading with authority and putting it into practice could mean the difference between having employees who come to work and provide only the bare minimum versus having high-performance employees who are willing to engage their excitement, passion, and curiosity. Attendees of this course will walk away with a new perspective regarding their role as leaders and will look upon their responsibilities with a greater sense of significance, while recognizing their personal and professional impact on the employees they lead.

COURSE OUTLINE

Goals and objectives for your employees  
Creating the optimal work culture and employment experience

Maslow's hierarchy of human needs  
A leader's responsibility for meeting fundamental needs  
Where do your goals and objectives fit?

Defining leadership  
Achieving excellence  
The skill of influence  
Intentions, actions, and will

Qualities of great leaders  
Leading with authority

Building authority: behaviors  
The behaviors of leaders who lead with authority

Building authority: characteristics  
The characteristics of leaders who lead with authority

Key concepts for leading with authority  
Where do you go from here?

**Course duration: two hours**



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This course is P.A.C.E.<sup>®</sup> eligible.